

Casini, A., Clays E., De Clercq B., Godin I. & Kittel F. A gender-based analysis of the association between workers' mental health and lack of recognition in the workplace. Oral presentation at the 2012 meeting of the Belgian Association for Psychological Sciences, May 2012, University of Liège, Liège (Belgium).

Previous research showed that lack of recognition in the workplace is harmful for workers' mental health (Casini et al. 2011). This study investigates the association between lack of recognition – defined following Honeth's theory of recognition (Honneth, 1995) – and workers' anxiety and chronic fatigue within a gender perspective. Two large cross-sectional Belgian databases – Belstress III and Somstress – were merged resulting in 4013 participants (2304 women), aged 21-66, and working in 9 organizations. Selected items from Siegrist's ERI scale, Karasek's JDC-S scale, and Quine's mobbing scale were used for measuring 4 types of recognition: (1) recognition of worker's professional value; (2) respect of worker's rights; (3) the emotional support from colleagues and (4) from supervisors. Results show that, in general, the association between lack of recognition and poor mental health is weaker for women (ORs: 2.13 to 2.61) than for men (ORs: 2.29 to 3.39). However, stratified analysis shows that this tendency varies sharply as a function of the gendered nature of the sector. Findings suggest that while studying worker's health, scholars should take into account the gendered representations of the workplace.